

Age of Player's wife: Three years younger than player

Remarriage rates: 1971 Railroad Retirement Board rates

Net investment return: 7.25%

Administration
expenses: Actual for prior year

Valuation date: First day of plan year

Actuarial value
of assets: One-time write-up to market value as of March 31,
1993 followed by restart of the present procedure
thereafter.

Funding method: Unit credit cost method, except retrospective term
cost based on actual experience during the prior
year for Line-of-Duty disability benefits.

190 Amortization period: 20 years beginning April 1, 1993; 19 years as of
April 1, 1994, etc. In years when there is a zero or
negative unfunded actuarial accrued liability, the
amount which is expected to produce a zero un-
funded actuarial accrued liability at the end of the
plan year.

LETTER AGREEMENT

May 6, 1993

Harold Henderson
National Football League
Management Council
410 Park Avenue
New York, New York 10022

Dear Harold:

This letter confirms certain agreements between the National Football League Players Association ("NFLPA") and the National Football League Management Council ("NFLMC") regarding several matters not set forth in the Collective Bargaining Agreement ("CBA"). First, the NFLMC will exercise its best efforts to provide to the NFLPA as soon as possible, but no later than December 31, 1993, a complete copy of all existing salary summaries and Player Contracts and Offer Sheets in the NFLMC's possession that were signed by players with respect to the 1989 through 1992 League Years. The copy may be in microfiche or similar readable form.

Second, it is the intention of the NFLPA that it will appoint Eugene Upshaw and Michael Kenn, or two persons of similar stature, to attend meetings of the NFL Competition Committee pursuant to Article XIII (Player Relations Committee), Section 2, of the CBA.

Third, if a Club competes in the Super Bowl, each of its practice squad players will be given a ring similar in appearance to the one provided to Active/Inactive List players, but the ring may be of lesser value.

Sincerely,

/S/

Richard Berthelsen

SEEN & AGREED



LETTER AGREEMENT

May 6, 1993

Harold Henderson
National Football League
Management Council
410 Park Avenue
New York, NY 10022

Re: White v. NFL
Dear Harold:

192 This letter will confirm our agreement that under Article XIV (NFL Player Contract), paragraph 3 of Article XXX (Consultation and Information Sharing), paragraph 4 of Article XXV (Enforcement of the Salary Cap and Entering Player Pool), and Article XXVIII (Anti Collusion Provisions) of the Collective Bargaining Agreement, any approval or disapproval of a player's contract by the Commissioner, or any communication thereof, timely notice of which is provided to the NFLPA and Class Counsel, cannot be the basis of any claim of collusion. Class Counsel, the NFLPA, or the affected Player shall have the right to appeal the Commissioner's disapproval of such player contract to the Special Master, pursuant to Article XXVI (Special Master) and Article XXV (Enforcement of the Salary Cap and Entering Player Pool) of the Collective Bargaining Agreement.

Sincerely,

/S/

Richard Berthelsen

Harold Henderson



Seen & Agreed

LETTER AGREEMENT

June 23, 1993

Mr. Harold R. Henderson
Executive Vice President for
Labor Relations/Chairman NFLMC
National Football League
410 Park Avenue
New York, New York 10022

Dear Harold:

This letter confirms our agreed-upon interpretations of the following provisions of the Collective Bargaining Agreement ("CBA").

1. If a Rookie contracts with a Club for the minimum workout payments set forth in Article XXXV, for his second or subsequent season, such payments shall not be included for the purposes of the 25% calculation under Article XVII, Section 4(e). If a Rookie contracts with a Club for a workout payment in excess of the minimum, such excess amount shall be included for the purposes of the 25% calculation under Article XVII, Section 4(e). In all cases, a workout payment shall count toward Team Salary and a Team's Rookie Allocation.

193

2. For the purposes of valuing the Salary of a player under the Salary Cap, any portion of such Salary for which a Team guarantees payment shall immediately be included in Team Salary during the year earned, subject only to the exceptions contained in Article XXIV, Section 7(d) (i)-(iv).

3. For purposes of the Salary Cap and Entering Player Pool, any guaranteed bonus tied to workouts shall be treated as a Signing Bonus.

4. For purposes of the Salary Cap and Entering Player Pool, any salary advance which a player is not obligated to re-pay shall be treated as a Signing Bonus.

5. For purposes of calculating the minimum tenders to Franchise and Transition players under Article XX, if the present value of any deferred Paragraph 5 amount (as defined in Article XXIV, Section 7, Paragraph (a) (ii)) is at least \$100,000 less than the initial Paragraph 5 amount (before being present valued), then the present value amount shall be used.

6. For purposes of the Salary Cap and Entering Player Pool, any roster or reporting bonus which is earned or paid before the start of the Club's pre-season training camp shall be treated as a Signing Bonus.

7. For purposes of the Entering Player Pool and a Team's Rookie Allocation, amounts contracted to be paid to Drafted Rookies, and amounts in excess of the applicable Minimum Active/Inactive List Salary contracted to be paid to Undrafted Rookies pursuant to Article XVII, Section 4, shall be counted against the Entering Player Pool and a Team's Rookie Allocation.

tion, whether the amounts are actually paid, in the manner otherwise specified in the CBA.

8. The final sentence of Article XIX, Section 3 (b) applies to Article XIX, Section 3 (c).

9. Pursuant to Article XXXIV, Section 4, the practice squad shall consist of players who do not have an Accrued Season.

In addition, it is agreed that in League Years for which no Salary Cap is in effect, 85% of any amount contracted by a Team to be paid from the Team's Rookie Allocation to a Rookie, but not actually paid by the Team to that player, either as a rookie, or as a re-signed first-year player or practice squad player, which amount was not paid because that player was released, will be distributed to all rookies on such Team promptly after the end of the season on a pro rata basis based upon the number of downs played.

Finally, it is agreed that any non-injury dispute between a player and a Club arising before the effective date of the CBA that was or is arbitrable under a 1992 or 1993 NFL Player Contract, involving a player who is under contract or who has received a tender for the 1993 NFL season, which dispute to date has not been filed as a civil action, must be processed through Article IX of the CBA and must be initiated prior to the date of the first regular season game of the 1993 League Year.

194

Sincerely,

A handwritten signature in cursive script, appearing to read "Gene Upshaw".

Gene Upshaw

Agreed to and accepted:

A handwritten signature in cursive script, appearing to read "Harold R. Henderson".

Harold R. Henderson

LETTER AGREEMENT

August 4, 1993

Gene Upshaw
Executive Director
NFL Players Association
2021 L. Street, N.W.
Washington, D.C. 20036

Re: Collective Bargaining Agreement
Dear Gene:

This letter confirms our agreement regarding reimbursements and payments to players for Rookie Orientation Camps, as follows:

1. The parties agree that if a club has a Rookie Orientation Program apart from its allowable mini camp(s) and prior to its training camp, the following categories of per player reimbursements or payments will not be counted against the Entering Player Pool:

(1) One Round Trip Airline Ticket or its cash equivalent from the player's place of residence to the club city and back, not to exceed \$750.

(2) Room and Board of up to \$100 per day or its equivalent, up to a maximum of 45 days.

(3) Ground transportation to and from the player's place of residence in the club's city to the club's facility.

Any amounts in excess of the above reimbursements or payments will count against the Entering Player Pool.

2. The parties further agree that the above reimbursements or payments for Rookie Orientation Programs will not be considered Player Costs during the term of this Agreement. The parties reserve their respective rights and arguments with respect to whether any amounts in excess of the above reimbursements or payments do or do not qualify as Player Costs under the Agreement.

3. Costs associated with the Rookie Orientation Programs will be evaluated by the NFLPA, Class Counsel, and the NFLMC each year to de-

termine if adjustment, with respect to the Entering Player Pool, is appropriate.

Sincerely,

A handwritten signature in black ink, appearing to read "Harold Henderson", written in a cursive style.

Harold Henderson

SEEN & AGREED

A handwritten signature in black ink, appearing to read "Paul (Pha)", written in a cursive style and underlined.

LETTER AGREEMENT

August 4, 1993

Gene Upshaw
Executive Director
NFL Players Association
2021 L. Street, N.W.
Washington, D.C. 20036

Re: Collective Bargaining Agreement

Dear Gene:

This letter confirms our agreed-upon interpretation of the Collective Bargaining Agreement ("CBA") regarding whether Clubs subject to the Final Eight Plan are permitted to negotiate with and sign Transition Players, and Franchise Players who otherwise are permitted to negotiate and sign with other Clubs.

We have agreed that Final Eight Plan Clubs are permitted under the CBA to negotiate with and sign such players, since these players are not Unrestricted Free Agents. We further confirm that this agreement does not affect in any way any contracts such players may have already entered into this year.

197

Sincerely,



Harold Henderson

SEEN & AGREED



LETTER AGREEMENT

August 4, 1993

Harold R. Henderson
Executive Vice President for Labor Relations/
Chairman NFLMC
National Football League
410 Park Avenue
New York, New York 10022

Re: Collective Bargaining Agreement
Dear Harold:

This letter confirms our understanding that our agreement to use one contract form for a multi-year deal between a player and a club (as opposed to using a series of one-year contract forms as in the past) does not expand the period of time for which a club is obligated to provide an injured player with medical and hospital care. Put another way, we agree that Paragraph 9 of the new NFL Player Contract gives the same coverage in this respect as Paragraph 9 of the old form.

198

Of course, nothing in this letter shall be construed as modifying any workers compensation rights that a player or club may have.

Sincerely,



Gene Upshaw

SEEN & AGREED



INDEX

A

ACCESS TO PERSONNEL AND MEDICAL RECORDS,	
ARTICLE XLV	128
Section 1. Personnel Records	128
Section 2. Medical Records	128
 ADDRESSES, ARTICLE LV, SECTION 7	
152	
 ANTI-COLLUSION, ARTICLE XXVIII	
97	
Section 1. Prohibited Conduct	97
Section 2. Other Club Conduct	97
Section 3. Club Discretion	97
Section 4. League Disclosures	98
Section 5. Enforcement of Anti-Collusion Provisions	98
Section 6. Burden of Proof	98
Section 7. Summary Judgment	99
Section 8. Remedies	99
Section 9. Computation of Damages	99
Section 10. Player Election	100
Section 11. Payment of Damages	101
Section 12. Effect on Cap Computations	101
Section 13. Effect on Salary Cap	101
Section 14. No Reimbursement	101
Section 15. Costs	101
Section 16. Termination	101
Section 17. Time Limits	102
Section 18. Prior Conference	102
 APPEARANCES, ARTICLE LV, SECTION 3	
152	
 ATTIRE, ON-FIELD, ARTICLE LV, SECTION 2	
152	
 AUTHORIZATION, ARTICLE LV, SECTION 15	
153	

199

B

BENEFIT ARBITRATOR, ARTICLE LII	147
Section 1. Selection	147
Section 2. Compensation	147
Section 3. Role	147
 BINDING EFFECT, ARTICLE LV, SECTION 14	
153	

C

CAREER PLANNING PROGRAM, ARTICLE IV, SECTION 12	153
CERTIFICATIONS, ARTICLE XXIX	103
Section 1. Contract Certification	103
Section 2. End of League Year Certification	103
Section 3. False Certification	104
CLUB DISCIPLINE, ARTICLE VIII	16
Section 1. Maximum Discipline	16
Section 2. Published Lists	17
Section 3. Uniformity	17
Section 4. Disputes	17
Section 5. Deduction	17
COLLEGE DRAFT, ARTICLE XVI	39
Section 1. Time of Draft	39
Section 2. Number of Choices	39
Section 3. Required Tender	39
Section 4. Signing of Drafted Rookies	39
Section 5. Other Professional Teams	40
Section 6. Return to College	41
Section 7. Assignment of Draft Rights	42
Section 8. Subsequent Draft	42
Section 9. No Subsequent Draft	42
Section 10. Compensatory Draft Selections	42
Section 11. Undrafted Rookies	43
Section 12. Notice of Signing	43
COMMISSIONER DISCIPLINE, ARTICLE XI	29
Section 1. League Discipline	29
Section 2. Time Limits	29
Section 3. Representation	29
Section 4. Costs	30
Section 5. One Penalty	30
Section 6. Fine Money	30
COMMITTEES, ARTICLE XIII	33
Section 1. Joint Committee	33
Section 2. Competition Committee	34
Section 3. Player/Club Operations Committee	34

CONSULTATION AND INFORMATION SHARING,

ARTICLE XXX	105
Section 1. Consultation and Communications	105
Section 2. Salary Summaries	105
Section 3. Notice of Invalid Contract	105
Section 4. Neutral Verifier	105
Section 5. Copies	106
Section 6. Meetings	106

D

DAYS OFF, ARTICLE XL	120
Section 1. Rate	120
Section 2. Requirements	120

DEDUCTIONS (CLUB HOUSE DUES),

ARTICLE LV, SECTION 5	152
------------------------------------	------------

DEFINITIONS, ARTICLE I

Section 1. General Definitions	2
Section 2. Free Agency Definitions	3
Section 3. Salary Cap Definitions	5

201

DELIVERY OF DOCUMENTS, ARTICLE LV, SECTION 13

DURATION OF AGREEMENT, ARTICLE LVIII

Section 1. Effective Date	157
Section 2. Termination	157
Section 3. Termination Date	157
Section 4. Termination Prior to Expiration Date	157
Section 5. Ratification	159

E

ENDORSEMENTS, ARTICLE LV, SECTION 1

ENFORCEMENT OF THE SALARY CAP AND ENTERING PLAYER

POOL, ARTICLE XXV	90
Section 1. Undisclosed Terms	90
Section 2. Circumvention	90
Section 3. Special Master Action	90
Section 4. Commissioner Disapproval	90
Section 5. Special Master Review	91
Section 6. Sanctions	91
Section 7. Prior Conference	91

EXHIBITS, ARTICLE IV, SECTION 18	154
EXPANSION, ARTICLE XXXI	107
Section 1. Veteran Allocation	107
Section 2. Additional Compensatory Picks	107
Section 3. Entering Player Pool Adjustment	107
Section 4. Relocation Bonus	107

F

FINAL EIGHT PLAN, ARTICLE XXI.....	69
Section 1. Application.....	69
Section 2. Top Four Teams.....	69
Section 3. Next Four Teams	69
Section 4. Replacement of Free Agents Signed By Other Club	69
Section 5. Increases.....	70
Section 6. Salary Definition	70
Section 7. Trade Limitation	70

202	FRANCHISE AND TRANSITION PLAYERS, ARTICLE XX	60
	Section 1. Franchise Player Designations	60
	Section 2. Required Tender for Franchise Players.....	60
	Section 3. Transition Player Designations	62
	Section 4. Required Tender for Transition Players	62
	Section 5. Right of First Refusal for Transition Players.....	63
	Section 6. Lists	63
	Section 7. Salary Information	63
	Section 8. No Assignment.....	64
	Section 9. Duration of Designation	64
	Section 10. Franchise Player Designation Period	65
	Section 11. Transition Player Designation Period	65
	Section 12. Prospective Designation	66
	Section 13. Right to Decline.....	66
	Section 14. Other Terms.....	67
	Section 15. Compensatory Draft Selection.....	67
	Section 16. Signing Period for Transition Players	67
	Section 17. Signing Period for Franchise Players.....	68

G

GOVERNING AGREEMENT, ARTICLE II	7
Section 1. Conflicts	7
Section 2. Implementation	7
Section 3. Management Rights	7

Section 4. Rounding.....	7
GOVERNING LAW, ARTICLE LIX.....	160
GROUP INSURANCE, ARTICLE XLIX.....	141
Section 1. Group Insurance Benefits.....	141
Section 2. Administration.....	141
GUARANTEED LEAGUE-WIDE SALARY, SALARY CAP	
AND MINIMUM TEAM SALARY, ARTICLE XXIV	74
Section 1. Definitions.....	74
Section 2. Trigger for Guaranteed League-wide Salary,	
Salary Cap, and Minimum Team Salary.....	77
Section 3. Guaranteed League-wide Salary.....	77
Section 4. Salary Cap Amounts	78
Section 5. Minimum Team Salary	79
Section 6. Computation of Team Salary	79
Section 7. Valuation of Player Contracts.....	81
Section 8. 30% Rules	85
Section 9. Renegotiations and Extensions	85
Section 10. Accounting Procedures	85

203

H

HEADINGS, ARTICLE LV, SECTION 16	154
---	------------

I

IMPARTIAL ARBITRATOR, ARTICLE XXVII	95
Section 1. Selection.....	95
Section 2. Scope of Authority	95
Section 3. Effect of Rulings.....	95
Section 4. Discovery	95
Section 5. Compensation of Impartial Arbitrator.....	95
Section 6. Procedures.....	95
Section 7. Selection of Impartial Arbitrator.....	96
INJURY GRIEVANCE, ARTICLE X.....	23
Section 1. Definition	23
Section 2. Filing.....	23
Section 3. Answer	23
Section 4. Neutral Physician.....	24
Section 5. Neutral Physician List	24
Section 6. Appeal.....	25
Section 7. Arbitration Panel.....	25

Section 8. Hearing	25
Section 9. Miscellaneous	26
Section 10. Expenses	27
Section 11. Pension Credit	27
Section 12. Payment	27
Section 13. Presumption of Fitness	27
Section 14. Playoff Money	28
Section 15. Information Exchange	28
Section 16. Discovery	28

INJURY PROTECTION, ARTICLE XII.....	31
Section 1. Qualification	31
Section 2. Benefit	31
Section 3. Disputes	32

L

1999 LEAGUE YEAR, ARTICLE LVI.....	155
Section 1. No Salary Cap.....	155
Section 2. Free Agency If Salary Cap in 1998.....	155
Section 3. Free Agency If No Salary Cap in 1998	155
Section 4. Franchise and Transition Players.....	155

204

LEAGUE SECURITY, ARTICLE LV, SECTION 11.....	153
---	------------

M

MEAL ALLOWANCE, ARTICLE XXXIX.....	119
Section 1. Reimbursement	119
Section 2. Travel Day.....	119

MINICAMPS, ARTICLE XXXVI	113
Section 1. Number.....	113
Section 2. Length.....	113
Section 3. Expenses	113
Section 4. Contact	113
Section 5. Injuries	113

MOVING AND TRAVEL EXPENSES, ARTICLE XLI.....	121
Section 1. Qualification.....	121
Section 2. Moving Expenses.....	121
Section 3. Travel Expenses.....	121
Section 4. Transportation	122

MUTUAL RESERVATION OF RIGHTS: LABOR EXEMPTION,	
ARTICLE LVII	156
Section 1. Rights Under Law	156
Section 2. Labor Exemption	156
Section 3. CBA Expiration	156

N

NFLPA AGENT CERTIFICATION, ARTICLE VI	14
Section 1. Exclusive Representation	14
Section 2. Enforcement	14
Section 3. Penalty	14

NFLPA TICKETS, ARTICLE IV, SECTION 8	152
---	------------

NFL PLAYER CONTRACT, ARTICLE XIV	35
Section 1. Form	35
Section 2. Term	35
Section 3. Changes	35
Section 4. Conformity	35
Section 5. General	35
Section 6. Commissioner Disapproval	36
Section 7. NFLPA Group Licensing Program	36
Section 8. Good Faith Negotiation	37

205

NON-INJURY GRIEVANCE, ARTICLE IX	18
Section 1. Definition	18
Section 2. Initiation	18
Section 3. Filing	18
Section 4. Appeal	18
Section 5. Discovery	19
Section 6. Arbitration Panel	19
Section 7. Hearing	20
Section 8. Arbitrator's Decision and Award	21
Section 9. Time Limits	21
Section 10. Representation	21
Section 11. Costs	21
Section 12. Payment	22
Section 13. Grievance Settlement Committee	22

NO STRIKE/LOCKOUT/SUIT, ARTICLE IV	9
Section 1. No Strike/Lockout	9
Section 2. No Suit	9
Section 3. Releases	10

NOTICES, ARTICLE LX.....	161
--------------------------	-----

O

OFF-SEASON WORKOUTS, ARTICLE XXXV	112
Section 1. Voluntary Workouts	112
Section 2. Time Periods	112
Section 3. Payment	112
Section 4. Injuries	112
Section 5. Miscellaneous	112

OPTION CLAUSE, ARTICLE XV.....	38
Section 1. Prohibition	38
Section 2. Existing Option Clauses.....	38

OTHER PROVISIONS, ARTICLE XXXII	108
Section 1. CFL Rule	108
Section 2. Physically Unable to Perform.....	108
Section 3. Non-Football Injury	108
Section 4. Roster Exemption	108

206

P

PAROL EVIDENCE, ARTICLE LV, SECTION 19.....	154
---	-----

PLAYER BENEFIT COSTS, ARTICLE XLVI.....	129
Section 1. Right of Reduction	129
Section 2. Right of Restoration	129
Section 3. Definition	129
Section 4. Resolution of Disputes	130

PLAYER POOL (ENTERING), ARTICLE XVII.....	44
Section 1. Definition	44
Section 2. Covered League Years.....	44
Section 3. Calculation	44
Section 4. Operation	45

PLAYER SECURITY, ARTICLE VII.....	15
Section 1. No Discrimination	15
Section 2. Personal Appearance	15

PLAYER TICKETS, ARTICLE LV, SECTION 9	153
---	-----

PLAYERS' RIGHTS TO MEDICAL CARE AND TREATMENT,	
ARTICLE XLIV	126
Section 1. Club Physician.....	126
Section 2. Club Trainers	126
Section 3. Players' Right to a Second Medical Opinion.....	126
Section 4. Players' Right to a Surgeon of His Choice	126
Section 5. Standard Minimum Pre-Season Physical	126
Section 6. Substance Abuse.....	127
POST-SEASON PAY, ARTICLE XLII	123
Section 1. System.....	123
Section 2. Compensation	123
Section 3. Wild Card Game; Division Play-off Game	123
Section 4. Conference Championship; Super Bowl Game	123
Section 5. Payment	124
PRACTICE SQUADS, ARTICLE XXXIV	111
Section 1. Practice Squads.....	111
Section 2. Signing With Other Clubs.....	111
Section 3. Salary	111
Section 4. Eligibility	111
PRE-SEASON TRAINING CAMPS, ARTICLE XXXVII	114
Section 1. Definition	114
Section 2. Room and Board.....	114
Section 3. Rookie Per Diem	114
Section 4. Veteran Per Diem	114
Section 5. Reporting.....	114
Section 6. Number of Pre-Season Games	114
Section 7. Telephones.....	115
Section 8. Expenses	115
PRO BOWL GAME, ARTICLE XLIII	125
Section 1. Compensation	125
Section 2. Selection.....	125
Section 3. Wives	125
Section 4. Injury	125
Section 5. Payment	125
PROMOTIONS, ARTICLE IV, SECTION 4	152
PUBLIC STATEMENTS, ARTICLE IV, SECTION 6	152

R

RETENTION OF BENEFITS, ARTICLE LIII	149
--	------------

RETIREMENT PLAN, ARTICLE XLVII	132
Section 1. Maintenance and Definitions.....	132
Section 2. Amendment by Bargaining Parties	132
Section 3. Contributions	132
Section 4. Amendment of Bert Bell and Pete Rozelle Plans	133
Section 5. Plan Merger and Further Amendments	136
Section 6. Benefits for Pre-1959 Seasons.....	137

S

SALARIES, ARTICLE XXXVIII	116
Section 1. 1993 Minimum Salaries	116
Section 2. Minimum Salaries For 1994-98 League Years	116
Section 3. Credited Season.....	116
Section 4. Other Compensation	116
Section 5. Arbitration	117
Section 6. Payment	117
Section 7. Deferred Paragraph 5.....	117
Section 8. Number of Regular Season Games.....	117
Section 9. Copies of Contracts	117
Section 10. Split Contracts.....	118
Section 11. Funding of Deferred and Guaranteed Contracts.....	118

208

SCOPE OF AGREEMENT, ARTICLE III	8
Section 1. Scope	8
Section 2. Arbitration	8

SECOND CAREER SAVINGS PLAN, ARTICLE XLVIII.....	139
Section 1. Establishment.....	139
Section 2. Contributions	139
Section 3. Allocation	139
Section 4. Salary Reduction Contributions.....	139
Section 5. Benefit Options	139
Section 6. Death Benefits	140
Section 7. Investment	140

SEVERANCE PAY, ARTICLE L.....	143
Section 1. Eligibility	143
Section 2. Amount.....	143
Section 3. Application.....	143
Section 4. Payment	143

Section 5. Failure to Apply	144	
Section 6. Only One Payment	144	
Section 7. Payable to Survivor.....	144	
Section 8. Prior Severance Pay	144	
Section 9. Nonassignability	144	
SPECIAL MASTER, ARTICLE XXVI.....	92	
Section 1. Appointment	92	
Section 2. Scope of Authority	92	
Section 3. Discovery	93	
Section 4. Compensation	93	
Section 5. Procedures.....	93	
Section 6. Selection of Special Master	94	
Section 7. Penalties	94	
SQUAD SIZE, ARTICLE XXXIII.....	110	
Section 1. Active List.....	110	
Section 2. Pre-Season	110	
Section 3. Inactive List	110	
Section 4. Active and Inactive List Limit	110	
SUPPLEMENTAL DISABILITY BENEFITS, ARTICLE LI.....	145	209
Section 1. Establishment.....	145	
Section 2. Contributions	145	
Section 3. Disability Benefits	145	
Section 4. Retirement Ignored	146	
T		
TERMINATION PAY, ARTICLE XXIII	73	
Section 1. Eligibility	73	
Section 2. Regular Season Signings	73	
TESTS, PSYCHOLOGICAL OR PERSONALITY,		
ARTICLE LV, SECTION 10	153	
TIME PERIODS, ARTICLE LV, SECTION 17	154	
U		
UNION SECURITY, ARTICLE V	11	
Section 1. Union Security.....	11	
Section 2. Check-Off.....	11	
Section 3. NFLPA Meetings.....	11	
Section 4. NFLPA Player Group Licensing Program.....	11	

Section 5. Disputes	12
Section 6. Procedure for Enforcement.....	12
Section 7. NFLPA Responsibility	13
Section 8. Orientations	13

V

VETERAN FREE AGENCY, ARTICLE XIX.....	49
Section 1. Unrestricted Free Agents	49
Section 2. Restricted Free Agents.....	50
Section 3. Offer Sheet and First Refusal Procedures.....	54
Section 4. Expedited Arbitration.....	57
Section 5. Individually Negotiated Limitations on Player Movement	57
Section 6. Notices, Etc.	58

VETERANS WITH LESS THAN THREE ACCRUED SEASONS,	
ARTICLE XVIII	47
Section 1. Accrued Seasons Calculation	47
Section 2. Negotiating Rights of Players With Less Than Three Accrued Seasons.....	47
Section 3. Minimum Salaries	47
Section 4. Notice of Signing	48

210

W

WAIVER SYSTEM, ARTICLE XXII	71
Section 1. Release	71
Section 2. Contact	71
Section 3. Ineligibility	71
Section 4. Notice of Termination	71
Section 5. NFLPA's Right to Personnel Information	72
Section 6. Rosters	72

WORKERS' COMPENSATION, ARTICLE LIV	150
Section 1. Benefits	150
Section 2. Rejection of Coverage.....	150
Section 3. Arbitration	150
Section 4. Joint Study.....	150
Section 5. Moratorium	150
Section 6. Preservation of Rights.....	151
Section 7. Reopener	151